Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2008	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2009	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2010	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2011	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2012	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2013	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2014	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2015	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2016	Basson	James Wellwood (Whitey)	Male	Yes	Yes
2017	Engelbrecht	Pieter (PC)	Male	Yes	No
2017	Basson	James Wellwood (Whitey)	Male	No	No
2018	Engelbrecht	Pieter (PC)	Male	Yes	Yes
2019	Engelbrecht	Pieter (PC)	Male	Yes	Yes
2020	Engelbrecht	Pieter (PC)	Male	Yes	Yes
2021	Engelbrecht	Pieter (PC)	Male	Yes	Yes
2022	Engelbrecht	Pieter (PC)	Male	Yes	Yes
2023	Engelbrecht	Pieter (PC)	Male	Yes	Yes
2024	Engelbrecht	Pieter (PC)	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	1,408,369	384,255	0	0	1,792,624	0	1,792,624
2008	1,591,052	421,040	0	0	2,012,092	0	2,012,092
2009	2,249,476	561,990	0	0	2,811,466	0	2,811,466
2010	3,527,202	1,068,040	0	0	4,595,241	82,718,798	87,314,039
2011	4,593,553	632,092	0	0	5,225,645	0	5,225,645
2012	5,241,290	4,516	0	39,871	5,285,677	0	5,285,677
2013	5,642,727	39,205	0	0	5,681,932	0	5,681,932
2014	4,788,428	30,473	0	0	4,818,901	0	4,818,901
2015	4,249,559	4,799	0	23,293	4,278,671	0	4,278,671

2015	4,340,559	4,720	0	33,392	4,378,671	0	4,378,671
2016	3,366,508	3,932	3,389,831	24,949	6,785,220	0	6,785,220
2017	4,542,969	57,308	330,834	70,471	5,001,581	1,224,637	6,226,218
2018	1,053,862	23,174	317,697	35,323	1,430,056	743,399	2,173,455
2019	1,104,265	14,651	303,690	33,614	1,456,220	0	1,456,220
2020	939,562	13,463	445,740	30,248	1,429,013	244,084	1,673,097
2021	1,109,116	31,854	824,493	15,893	1,981,355	770,416	2,751,772
2022	1,058,745	29,849	1,020,450	19,116	2,128,160	1,901,880	4,030,039
2023	972,421	27,250	932,974	30,546	1,963,191	1,259,422	3,222,613
2024	1,025,888	27,356	929,026	49,981	2,032,251	1,694,458	3,726,709

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	8	2,686,739	4,845,735	335,842	605,717
2008	8	2,863,966	5,159,250	357,996	644,906
2009	8	3,613,391	5,634,463	451,674	704,308
2010	8	5,318,888	8,314,526	664,861	1,039,316
2011	8	6,756,018	9,408,291	844,502	1,176,036
2012	8	7,346,571	9,592,667	918,321	1,199,083
2013	8	7,635,321	12,421,154	954,415	1,552,644
2014	9	6,826,394	8,813,792	758,488	979,310
2015	8	6,145,873	8,573,512	768,234	1,071,689
2016	9	4,768,203	9,333,017	529,800	1,037,002
2017	9	5,534,961	7,147,024	614,996	794,114
2018	7	2,877,739	5,233,357	411,106	747,622
2019	4	1,584,309	2,181,694	396,077	545,423
2020	3	1,393,636	2,186,385	464,545	728,795
2021	3	1,673,340	2,976,677	557,780	992,226
2022	3	1,628,033	3,159,152	542,678	1,053,051
2023	3	1,376,277	2,694,045	458,759	898,015
2024	2	1,448,197	2,804,155	724,099	1,402,078

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2007	6	93,333	15,556
2008	6	79,565	13,261

2008	6	79,565	13,261
2009	6	76,206	12,701
2010	6	99,207	16,534
2011	5	121,060	24,212
2012	7	158,323	22,618
2013	8	219,773	27,472
2014	8	186,017	23,252
2015	8	223,164	27,896
2016	8	197,763	24,720
2017	7	227,314	32,473
2018	8	306,742	38,343
2019	8	309,259	38,657
2020	8	372,712	46,589
2021	7	498,039	71,148
2022	12	1,177,251	98,104
2023	11	618,613	56,238
2024	11	732,583	66,598

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	9,929,000	2,709,000	0	0	12,638,000	0	12,638,000
2008	13,158,000	3,482,000	0	0	16,640,000	0	16,640,000
2009	19,305,000	4,823,000	0	0	24,128,000	0	24,128,000
2010	25,350,000	7,676,000	0	0	33,026,000	594,500,000	627,526,000
2011	32,063,000	4,412,000	0	0	36,475,000	0	36,475,000
2012	40,620,000	35,000	0	309,000	40,964,000	0	40,964,000
2013	49,656,000	345,000	0	0	50,001,000	0	50,001,000
2014	49,656,000	316,000	0	0	49,972,000	0	49,972,000
2015	49,656,000	54,000	0	382,000	50,092,000	0	50,092,000
2016	49,656,000	58,000	50,000,000	368,000	100,082,000	0	100,082,000
2017	59,369,000	749,000	4,324,000	921,000	65,363,000	16,006,000	81,369,000
2018	15,007,000	330,000	4,524,000	503,000	20,364,000	10,586,000	30,950,000
2019	16,130,000	214,000	4,436,000	491,000	21,271,000	0	21,271,000
2020	16,121,000	231,000	7,648,000	519,000	24,519,000	4,188,000	28,707,000
2021	16,121,000	463,000	11,984,000	231,000	28,799,000	11,198,000	39,997,000
2022	16,671,000	470,000	16,068,000	301,000	33,510,000	29,947,000	63,457,000
2023	17,700,000	496,000	16,982,000	556,000	35,734,000	22,924,000	58,658,000
2024	18,863,000	503,000	17,082,000	919,000	37,367,000	31,156,000	68,523,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	8	18,981,000	34,221,000	2,372,625	4,277,625
2008	8	23,685,000	42,667,000	2,960,625	5,333,375
2009	8	30,978,000	48,293,000	3,872,250	6,036,625
2010	8	38,257,000	59,802,000	4,782,125	7,475,250
2011	8	47,120,000	65,578,000	5,890,000	8,197,250
2012	8	57,002,000	74,482,000	7,125,250	9,310,250
2013	8	67,342,000	109,660,000	8,417,750	13,707,500
2014	9	70,826,000	91,452,000	7,869,556	10,161,333
2015	8	70,409,000	98,300,000	8,801,125	12,287,500
2016	9	70,331,000	137,662,000	7,814,556	15,295,778
2017	9	72,334,000	93,497,000	8,037,111	10,388,556
2018	7	40,979,000	74,523,000	5,854,143	10,646,143
2019	4	23,142,000	31,868,000	5,785,500	7,967,000
2020	3	23,912,000	37,514,000	7,970,667	12,504,667
2021	3	24,322,000	43,266,000	8,107,333	14,422,000
2022	3	25,635,000	49,744,000	8,545,000	16,581,333
2023	3	25,051,000	49,037,000	8,350,333	16,345,667
2024	2	26,628,000	51,560,000	13,314,000	25,780,000